

CEHR-E Engineer Circular 690-1-705	Department of the Army U.S. Army Corps of Engineers Washington, DC 20314-1000	EC 690-1-705 15 April 1999
	EXPIRES 31 MARCH 2001 Civilian Personnel REENGINEERING POSITIONS	
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DEPARTMENT OF THE ARMY
U.S. Army Corps of Engineers
Washington, DC 20314-1000

EC 690-1-705

Circular
No. 690-1-705

15 April 1999

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Civilian Personnel
REENGINEERING POSITIONS

1. Purpose. This circular is to encourage selecting officials to reengineer positions as a recruitment tool when appropriate. Reengineering occurs when a position is redescribed and filled below the full performance level.
2. Applicability. This circular is applicable to all USACE supervisors and managers with authority to recruit personnel.
3. References.
 - a. AR 690 – 950, Career Management.
 - b. ER 690-1-500, Position Management and Classification.
4. Distribution. Approved for public release. Distribution is unlimited.
5. Background. In 1998, the Blacks in Government National Training Conference requested reengineering of selected positions as a tool to increase the pool of qualified candidates. A memorandum on reengineering positions dated 20 October 1998 was originally issued by the Chief of Engineers. As part of the USACE publication review, it is reissued as an Engineering Circular.
6. Policy. Officials with authority to recruit for positions should consider reengineering as a recruitment tool in the situations listed below.
 - a. To attract underrepresented categories of applicants.
 - b. To establish career ladders in keeping with sound position management.
 - c. To prepare underrepresented categories of applicants for higher level positions.

This circular supersedes Memorandum, HQ USACE, CEHR-E, 20 Oct 98, subject:
Reengineering Positions as a Recruitment Tool.

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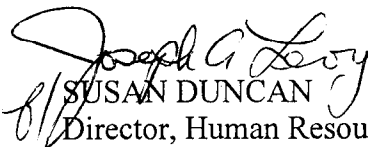
In addition, in accordance with reference 3a, career program positions may be filled below the full performance level when efforts to fill the position at the higher grade have resulted in fewer than three promotion eligible candidates.

Exceptions to reengineering include supervisory, managerial and expert positions as well as non-supervisory positions responsible for managing a specific program (typically at the GS -14 and GS-15 levels). Human Resources staff will assist managers in determining when reengineering can be used effectively.

7. Scope. Policy contained in this circular applies USACE-wide

8. Proponency. This circular is issued by the Human Resources Directorate.

FOR THE COMMANDER:


SUSAN DUNCAN
Director, Human Resources